

Purposequest International Inc

Executive Director / CEO

EIN 320032046

PA - NTEE W70

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John W Stanko, Executive Director / CEO** (\$10,428) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **7th** percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: John W Stanko — reported title "PRESIDENT/CHAIRMAN", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (W70).

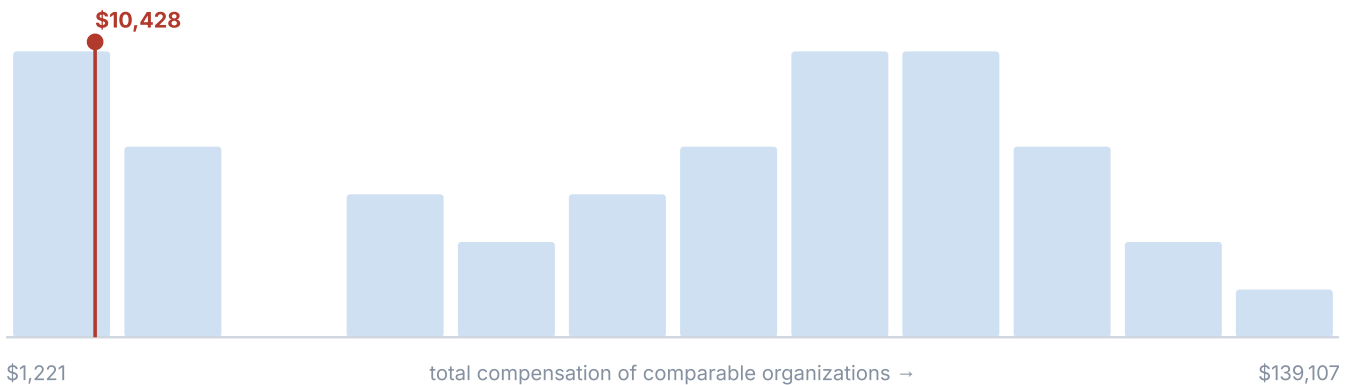
BUDGET Total revenue between \$162,527 and \$363,868 — 0.67x to 1.50x the subject's \$242,579 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (W70), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography

→ **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,104

\$36,086

\$78,196

\$96,860

\$107,189

\$10,428



● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to PA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Serving Way	PA	\$240,190	President	\$10,667	\$10,667	2023
Leadership Training International	VA	\$247,977	President/ce	\$81,292	\$76,451	2024
Greater Missouri Leadership	MO	\$235,713	Executive Di	\$95,000	\$100,899	2023
Women Of Color Roar Media	CA	\$249,608	President	\$65,000	\$54,668	2024
Leadership Ashtabula County Inc	OH	\$252,148	Executive Director	\$63,059	\$66,974	2023
Leading For Change Inc	AZ	\$231,487	President & Ceo	\$109,740	\$102,796	2024
Black Leadership & Legacies Inc	IN	\$256,064	President	\$61,500	\$63,170	2024
The Jackson Institute Inc	GA	\$256,657	Chairman	\$142,041	\$139,107	2024
Lideramos	CO	\$227,132	Executive Dir.	\$102,451	\$95,685	2024
Rise Up Woman International	IN	\$226,790	President	\$10,500	\$11,104	2023
Hope Anchor & Crew Inc	IN	\$226,571	President	\$38,077	\$40,266	2023
Ventura County Leadership Academy	CA	\$258,726	Executive Director	\$136,277	\$111,662	2025
Leadership Lorain County Inc	OH	\$224,812	President & Ceo	\$75,800	\$78,196	2024
Leadership Oakland	MI	\$260,741	Executive Director	\$82,000	\$82,437	2024
Move For America	MN	\$220,083	Executive Director	\$7,500	\$7,431	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mclaran Leadership Foundation	OR	\$217,633	Executive Director	\$15,154	\$13,707	2024
Board Development Systems Inc	TX	\$267,973	President/ce	\$87,729	\$85,475	2024
Georgia Athletic Directors Association	GA	\$214,748	Executive Director	\$6,000	\$5,876	2024
Catawba Valley Leadership Foundation Inc	NC	\$212,187	Foundation Director	\$42,375	\$42,646	2024
Shannon Leadership Institute	MN	\$208,093	Executive Director (Through July 2024)	\$12,500	\$12,030	2024
Bold Leadership Network	SC	\$206,208	Secretary	\$18,540	\$19,395	2023
The Michiana Leadership Center Inc	IN	\$281,067	Executive Director	\$75,542	\$79,884	2023
Technical College Directors Association	GA	\$204,001	Executive Dir.	\$120,000	\$117,521	2024
Barbara Jean Brown Foundation	WA	\$286,334	Secretary	\$1,400	\$1,221	2024
American Leadership Forum Tacoma	WA	\$198,320	President	\$24,700	\$20,984	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to PA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT **41** organizations. Compensation range \$1,221–\$139,107; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$242,579); for reference, expenses \$269,116 and assets \$22,737.
ROLE MATCH	John W Stanko, reported title " <i>PRESIDENT/CHAIRMAN</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	7 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (John W Stanko) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 41 similarly situated organizations (Same NTEE sector (W70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,428 is reasonable (approximately the 7th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability

data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.